



# **PSAC Ontario Council Meeting Minutes February 27-28, 2010 PSAC Boardroom**

The meeting convened at 9:20 a.m. on Saturday, February 27, 2010 with the REVP-Ontario, Gerry Halabecki in the chair and the following members in attendance:

Gerry Halabecki, Regional Executive Vice-President, Ontario  
Sharon DeSousa, Alternate to REVP, Ontario  
Cathy Harasym, Region 1 (Northwestern)  
Réjean Amyotte, Region 2 (Northeastern)  
Jayne Quinn, Alternate, Region 2 (Northeastern)  
Dennis Miluck, Region 3 (Eastern)  
Steve Gauthier, Region 3 (Eastern)  
Fran Pieper, Alternate, Region 4 (Southwestern)  
Melanee Jessup, Region 4 (Southwestern)  
Ken Boone, Region 5 (GTA)  
Bruce Flannigan, Region 5 (GTA)  
Bob Black, Region 6 (Hamilton/Niagara)  
Colleen Wice, Regional Women's Committees  
Kevin Nadjiwon, Aboriginal Members  
Veronica Eastman, Racially Visible Members  
Souad (Sue) Soubra, Members with Disabilities  
Karen Church, Gay, Lesbian, Bisexual, Transgendered Members  
Debbie Willett, Area Councils  
Steve Tuffin, Regionally Based Separate Employer Locals  
Blair Chalk, Directly Chartered Locals  
Ryan Ayres, Young Workers

Staff: Christopher Wilson, Regional Co-ordinator  
Rita Cantalini, Executive Assistant to the REVP  
Hassan Hussieni, Political Communications Officer

Absent: Kevin McNama, Region 2 (Northeastern)  
Glenn Miller, Region 4 (Southwestern)

Observers: Darlene Brown, UCTE RVP Ontario (Saturday only)  
Christine Collins, UCTE President (Saturday only)  
Ralf Bucherer, Local President UCTE 56, AC Kingston President  
Janet Lisk, Local VP UCTE 56, AC Kingston Secretary  
Jawara Gairey, PSAC Representative, Sudbury (Saturday only)

## **AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (October 17-18, 2009)
3. Business arising from previous meeting
4. REVP Report
5. Regional Office - Updates (Chris Wilson)
6. Receipt of Reports of Council Members
7. Committee Reports
8. PSAC Ontario Convention 2011
9. Delegate Assistance Committee
10. Pension Campaign
11. Political Action and Communications Report (Hassan Hussein)
  - Federal Election
  - Municipal Elections
  - G8-G20 Mobilization
  - Regional Newsletter
12. PSAC Regional Women's Forum/Regional Women's Conference
13. Collective Bargaining
14. NBOD Strategy Session - Priorities
15. New Business

The REVP welcomed the observers as well as the members. Kevin McNama is absent and in his place we have Jayne Quinn. Glenn Miller put his back out and in his place is Fran Pieper.

Colleen Wice read the PSAC Harassment Policy. Sister Wice will be the Harassment Co-ordinator for this meeting's session. The REVP reminded Council that the only two members who have been alternating this role is Sister DeSousa and Sister Wice, if anyone else would like to take on this role at a future meeting, please advise his office.

Veronica Eastman was at her first Council meeting in October and this is Souad Soubra's first meeting. The REVP conducted the oath of office and swore in Veronica Eastman and Souad Soubra as the newest members of Council.

The hours of sitting will be Saturday, 9-5, lunch from 12:00 – 1:30 and Sunday, 9-3, lunch 11:30 –1:00.

*That the hours of sitting be adopted.*

m/s/c Dennis Miluck and Steve Gauthier

**Item 1. Adoption of Agenda**

*That the Agenda be adopted as presented.*

m/s/c Ken Boone and Melanee Jessup

Sister Christine Collins – Point of Priviledge

She requested a moment of silence for the passing of Brother Gary Farrell, as she felt it would be appropriate to stand and honour his contribution to this union.

The REVP advised that Brother Farrell was a long time PSAC/UCTE activist, who worked at the Thunder Bay airport, was involved in a serious accident on the job a few years back and most recently suffered a massive heart attack without any warning and unfortunately died. A number of people attended the funeral earlier this week in Thunder Bay. He will be sorely missed.

Moment of Silence.

**Item 2. Approval of Previous Meeting Minutes (October 17-18, 2009)**

*That the October 17-18, 2009 minutes be adopted as presented.*

m/s/c Debbie Willett and Bob Black

**Item 3. Business Arising from Previous Minutes**

Page 5 -The EA advised that the Ontario Council members should now be receiving their copies of NBoD reports. Those members who are not receiving them should let the REVP's Office know.

Page 8 - The REVP reported that Jacquie D'Auayo left PSAC to work for HEU in BC. Her replacement is Krista Devine, who was just appointed to the position a week ago. Therefore the REVP was not able to get a report as yet.

Page 15 – The REVP requested that all Ontario Council members advise him of their selection of Committee they wish to participate in during our PSAC Ontario Triennial Convention. He will attempt to put them in their requested Committees. The REVP was not able to accomplish this task but is hopeful to do so very shortly.

**Action: REVP will work on getting a list of Convention Committees to Ontario Council.**

Page 20 – Steve Gauthier advised that the issue on the elimination of zones has been resolved. The REVP did check with Liam McCarthy to verify this issue.

**Item 4. REVP Report**

The REVP handed out his February 2-5, 2010 and the activity report which has been amended for this meeting. It contains his activities in chronological order from our last meeting to this meeting. The REVP will provide a verbal update to his report.

The PA group (formerly Table 1) negotiated an MOU regarding the group classification. A working group has been formed called the "Classification Reform Working Group", and this responsibility has been added to his portfolio. The employer may go with the NOC – National Occupational Codes and if this is the case, we could be looking at representation votes down the road, with other groups including PIPSC, etc. If members are asking about classification reform please refer them to literature on our website. Meetings have just begun with Treasury Board, and the REVP will provide updates once they are available. The REVP also advised that Classification Reform was discussed at the Board.  
Handout – PSAC National Conferences Schedule – 2010-2012

The Pride Conference participants have now been advised whether they were successful in obtaining delegate status. Karen Church is on the Resolutions Committee at the Pride Conference. Sister Church advised that the Conference is coming up at the end of March and it will be held in Toronto at the Hilton. The theme of the Conference is “Are we there yet?”

The REVP informed Council that 2010 will be a busy time. A call out for names to sit on the Committees for the National Women’s Conference was received. Sister Colleen Wice will be involved with this Conference. The REVP advised that usually 2 members are selected on the National Women’s Conference, one for the Steering Committee and one for the Resolutions Committee. The REVP put forward 3 members’ names, and he is still waiting to hear back on the selection.

Sister Souad Soubra will be involved in the Access Conference and will also participate on the Resolutions Committee.

Sister Colleen Wice will also be involved in the Regional Women’s Conference for which planning has just begun. A memo to the AEC came out last week regarding the guidelines for the Regional Women’s Conferences. There is a 6 week window before National Women’s Conference that cuts into our September date for our Regional Women’s Conference. It is clear however that members do not want to hold a conference in July or August. A September date is pending based on hotel availability.

We had our Regional Women’s Forum, on February 8-9, 2010. The Ontario Region had 22 women from across the region in attendance. All the Sisters of the Ontario Council were invited to attend. The REVP advised that it was well received. The Forum has women from Regional Women’s Committees (RWC) as well as those Sisters who we hope to be involved in future Rocs. The topics discussed at the Forum were “promoting child care issues” and “pay equity”. The Forum was also held in an attempt to invigorate and expand the Rocs in the region.

The Calendar of Events is now available in a Word format electronically. Rita has sent this out to Ontario Council members and alternates and will continue to do so as updates are available. The REVP wanted to thank France Belanger for putting this document together. Components will have to advise of their calendar dates and ensure they are included in the Calendar of Events.

Handout - PSAC Ontario Council Committees

Handout - Contact Info Sheet, for Ontario Council members only.

The REVP advised that there are currently 6 functioning Rocs in Ontario (Toronto, Sault Ste. Marie, Sudbury, Thunder Bay, Windsor and Kitchener-Waterloo). In London and Hamilton meetings did not take place last year therefore no funding will be provided this year.

In Sault Ste. Marie, an Aboriginal Committee has been struck; their inaugural meeting is scheduled for March 10<sup>th</sup>.

We have secured a date for the Toronto Aboriginal Committee meeting. As 30 days notice was required, the meeting will be held on March 23<sup>rd</sup>. The REVP asked Council Members to let their members/constituency groups know. This information has to get out to the Local Presidents to ensure they reach out to our aboriginal members. Elections will be taking place at this meeting. An educational course for our Aboriginal members took place in December.

The REVP was happy to report a newly established Area Council in Petawawa/Pembroke. Once elections take place he will forward their \$500 start up money.

Another new Area Council was established in Northeastern Ontario (Kirkland Lake, Kapuskasing and Timmins). The REVP spoke to Sister Quinn last night about the newest Area Council.

Update on Outstanding Committees in Ontario:

Kingston RWC – 1 (UNDE) request received

Rejean Amyotte has been working on AC and RWC in North Bay – 2 letters for RWC

Barrie – Colleen and Doug had a meeting in late November for AC & RWC – 0 letters have been received to date

Peterborough – Phil Trottier is promoting Cornwall RWC & Peterborough AC/RWC

The REVP reported a lot of activity in the region around committees and welcomes all new committees and in keeping them strong and vibrant. The REVP will expect the AC's and OC to do much of the work for the Pension Campaign.

The REVP forwarded XO/1/10 electronically to OC regarding the Review of NBOD Committees. The NBOD had discussions about Committees and are tracking all committees of the Board. John Gordon has undertaken to review the

entire committee structure and go through a process to see which committee is a viable committee. Brother Gordon has appointed the REVP as the Chair to head that committee along with Daniel Kinsella and Betty Bannon.

A PSAC staff person, Mark Hockley is currently co-ordinating the work of the NJC and the PSMA. Mark use to be a staff member of UCTE. The PSMA is approaching its 5 year review.

The REVP advised that there is a fight back campaign on Rights and Democracy front. One of the new board members that have been appointed by the Harper government, belong to the CLAC (Christian Labour Association of Canada). This organization has been raiding unions and we have been monitoring them lately.

Handout - XO/2/10 and X0/4/10 – PSAC National Equity Conference Delegate Entitlement for National Equity Conference

The REVP stated that PSAC was considering changing how we do selections for Equity Conferences. The XO/2/10 proposes the planned breakdown of seats for equity conferences and how those seats are to be selected. The regions would make all of the selections with input from the Components. Then XO/4/10 came out, once Brother Gordon received comments from the Board. It was clear that the Board members were not happy and a motion was made to revert back to the status quo.

Handout – Bulletin – New contract to administer the PSHCP awarded to Sun Life

This Bulletin is timely because members are asking about the benefit card, please share this information with your respective constituency groups.

Handout XO/3/10 – Auto and Home Membership Benefit Renewal

This is a memo to the Board outlining what PSAC receives from our administrators - from AVIVA and AGR.

Handout – Essential services agreements: PSAC Pushes back on government demands to declare workers essential.

The REVP advised that there are vacancies for the Racially Visible Alternate and Members with Disability Alternate, and 2<sup>nd</sup> Alternate position in Eastern Ontario. Bi-election letters will go out shortly after this meeting for Racially Visible Alternate and Members with Disability Alternate. The REVP will not do a 2<sup>nd</sup> Alternate in Eastern as there currently is a 1<sup>st</sup> Alternate for this position.

Leadership II Training will be held on April 15 – 17, 2010 in Toronto. All Ontario Council members, all National Officers, and extension to Component Presidents should have received an invitation to attend. We had good attendance in the past from the Council but poor uptake from the Component leadership in the region.

There are now plans to have a Representation Symposium. A call out letter to the NBoD's is ready to go out. The Symposium will take place on April 27-29, 2010. PSAC is not paying for participants to attend; Component Presidents will be paying for their members and staff. Component Presidents will be receiving this call out shortly.

The REVP reported that the AEC met regarding their annual funding.

Ontario Region:

Education Funding did not change, \$746,889/3 years

Regional Funding \$178,357 (increased from \$112,000)

Convention Delegate Assistance \$183,000 (increased from \$161,000)

Health & Safety Conference is \$41,000, Activities is \$30,000 (\$71,000 for both)

Women's Conference \$107,000 (increased from \$91,000)

(should confirm these numbers as Gerry read them out quickly)

It is the feeling of the REVP that this region did very well in getting their fair portion of the funding allocation.

The REVP advised that the Committee funding allotment will be reviewed at the next AEC meeting in March. The REVP also reported all Committees funding will be increased this year.

The REVP provided a handout of the breakdown of the 2009 Donations line item.

The REVP noted that some committees are spending up to 1/3 of their budget on donations. PSAC would rather see the Committees working with these groups as opposed to donating. The REVP also advised that he is currently receiving minutes from Committees for 2009. This is totally unacceptable, Committees are not fulfilling their constitutional obligations, to submit minutes of meetings to the REVP within 30 days of the meeting. The REVP reiterated that he reads all minutes submitted to his office. The REVP urged everyone to please get them to his office in a timely fashion, this includes all minutes of meeting and financial statements. The organization is putting a lot of resources into these committees and the REVP asked that everyone please ensure they

comply with the PSAC Constitution. Let's do our part to keep our committees vibrant and active.

*Motion to adopt the REVP's Report.*

m/s/c Steve Tuffin and Ryan Ayres

**Item 5. Regional Office - Updates (Ontario Regional Co-Ordinator)**

The REVP introduced the Regional Co-ordinator, Christopher Wilson.

Brother Wilson wanted to take this opportunity to acknowledge Brother Halabecki's birthday.

**Staffing Actions**

**Regional Negotiator (Toronto)**

Chris previously reported that Judith Monteith-Farrell was the successful candidate for the Regional Negotiator position. However, Judith has decided to remain a Regional Representative within the Thunder Bay Regional Office and declined the position of Regional Negotiator. Consequently, the position will be re-posted.

Chris visited Thunder Bay for the AA position and joined Gary Farrell and Judith for dinner. One thing is that Judith loved Gary and he will definitely be missed by her and his children and all the members.

Chris took a moment to recognize the passing of Gary Farrell and read his obituary:

On Friday, February 19, 2010, Gary Farrell, at the age of 58, passed away peacefully with his family by his side at TBRHSC. Gary was employed as a firefighter for the Thunder Bay Airport. He was an unforgettable character with extraordinary intelligence, as well as a respected speaker and a renaissance man of many talents. He was an avid camper, master chef, photographer, "fixer of everything", passionate motorcyclist, scuba diver, skier, kayaker, snowmobiler and a long time PSAC labour activist. He loved spending time outdoors with his family and his dogs. Whether braiding his daughters' hair, making home made pasta, skiing with his son or going for a ride with Judy in his beloved MGB, Gary

devoted his life to his family. Survived by his wife Judy; children Ian (Kayley), Eve and Claire; his sisters Connie-Lou (Alex) Jaworski of Nanaimo and Pam of Toronto as well as nieces and nephews. Predeceased by his parents Ethel and Thomas Farrell. Thank you to the doctors and nurses of TBRHSC and the Trillium Foundation for their devoted care. Funeral services for the late Gary Farrell will be held at 1:00 p.m. on Tuesday, February 23, 2010 in the Westfort Chapel, 420 Gore St. West at James. Interment will take place at a later date. Should friends so desire, donations in memory of Gary may be made to Shelter House or to the Heart and Stroke Foundation.

The way to get meaning into your life is to devote yourself to loving others, devote yourself to your community around you and devote yourself to creating something that gives you purpose and meaning.

Please sign the online condolences at: [everestofthunderbay.com](http://everestofthunderbay.com)

Several staff, including Gerry and Chris attended the service in support of Judith and her family. Chris also wanted like to recognize that members from the Thunder Bay RO service area also come out to show their support.

As an additional form of support for Judith, David Doyle has agreed to postpone his retirement until March 31, 2010 and relocate to Thunder Bay to back-fill Judith during her bereavement leave, so that Judith can take the time she needs.

### **Regional Representative - Developmental (Sudbury)**

Debbie St. Germain was the successful Regional Representative candidate and started the position on November 2, 2009. She was scheduled to continue until February 27, 2010, however PSAC has now approved an extension for Debbie's position for a period of eight (8) months until the end of October, 2010.

To address the concerns about staffing in the north, we now have two development positions in the north, Debbie St. Germain and Sandra Goodick. Our Region can take pride in taking the lead on the creation of developmental opportunities.

### **Administrative Assistant (Kingston)**

Shawna Kenney was the successful candidate for the Administrative Assistant position and has started the position on November 2nd, 2009. Shawna will

continue in the position until March 12, 2010 after which time Kellie Loshak is scheduled to return to her substantive position. Chris is in the process of exploring the possibility of an extension to both Shawna's position and Kelly's position until April 30<sup>th</sup>, 2010, in recognition that Phil will be retiring.

### **Regional Representative (Bilingual) – Sudbury**

David Doyle will be retiring as the Regional Representative. The competition for this vacancy is now closed. Interviews will be scheduled starting with internal candidates. The position was posted with a bilingual requirement because the incumbent David Doyle was hired with a bilingual requirement.

### **Administrative Assistant (Thunder Bay)**

The competition for this vacancy is now closed. There were no qualified internal candidates; consequently, interviews will be scheduled starting at a membership level. We have put interviews on hold until Judith returns to work given that it is a single rep office so that she can be on the board and part of that process.

### **Regional Representative – Kingston**

Phil Trottier has announced his retirement at the end of April, 2010. All staff across the Region came together for a celebratory lunch for Phil Trottier and David Doyle to recognize their long term service to the Union. Gerry Halabecki, Rita Cantalini and Hassan Hussein also joined the luncheon celebration.

The vacancy that will arise as a result of Phil's retirement will be reviewed by the Director's Team which is now the practice for all vacancies. The REVP and Chris are of the view that the position should remain within the Kingston Regional Office and be posted to start the competition process.

The Ontario Region is building an extremely strong team of staff with a dedicated commitment to the labour and social justice movements. We are on a roll! Questions on staffing were raised with the Co-ordinator.

Christine Collins was not sure this was the appropriate time to raise this issue regarding staff, however wanted to commend the work of Dan Fisher, with the favourable decision for Cindy Brown. Dan worked for a long time on this issue and was able to get retroactive pay, and go forward pay until she retires. He was able to secure \$50,000 for punitive damages, which is the largest amount ever awarded. Congratulations to Dan for a job well done. Sister Collins asked that

this message is passed along to him. She also encouraged everyone to look at the decision.

Chris advised that this was a grievance against the GTAA, which we lost the vote to CAW. Dan made the point that this was PSAC's victory. Chris stated that this was a great send off for GTAA even after the vote we stood by the members. Chris reiterated the fact that we won a victory by any standards is phenomenal.

### **Negotiations**

The UWO Post Doctoral Associates are currently working on achieving their first collective agreement; they are looking at a number of issues and how to define the group into a category. These negotiations have been slow, but two additional bargaining dates have been scheduled for next week for purposes of continuing discussions on language issues.

PSAC has now received the certificate from the Labour Board to represent contract cleaners in Petawawa employed by OMNI cleaners. This represents a significant victory because the predecessor employer lost their renewal contract bid and PSAC therefore lost the group thanks to Mike Harris' decision to repeal deemed successorship rights. We have successfully reorganized the group and sent a strong message to employers that PSAC follows our members. PSAC has served notice to bargain for a first contract with the new employer. Over 90% voted in favour, Chris thanked UNDE for their work.

On February 12, 2010 the tentative agreement negotiated for WHA (Weenabayko Hospital) members was ratified by the members by a vote of 39 votes in favour and 1 against.

Chris is pleased to report that the tentative agreement for North Bay Airport was ratified by the members on January 26, 2010 with a report of 12 in favour and 2 against.

PSAC has started bargaining a first collective agreement for Teaching Assistants and Research Assistants at the University of Ontario Institute of Technology. Bargaining is progressing well and PSAC anticipates reaching a first collective agreement this year.

### **Organizing**

March will be a busy month. Our campaign at the Slots at Woodbine has reached a deciding point and PSAC intends to file a certification application on March 8<sup>th</sup>, 2010. Our Union is not certain if we have reached the requisite 40% threshold for a vote; however, the application will determine our level of support and if PSAC has met the required 40% threshold then the vote will be held on March 15<sup>th</sup>, 2010.

PSAC intends to file a certification application at Queen's University on March 16, 2010 with the objective of certifying 1,500 Graduate Teaching Assistants and Teaching Fellows. The vote would be held on March 23, 2010. The organizing team is hoping that interested Regional Council members can volunteer on vote day to help pull our support. Interested Council members can let Chris know this weekend and he will forward names to Michelle Sweeney who is the Ontario Regional Organizer. Looking for volunteers, tasks students are hard to track down, not at work station, can be doing their work using skype task of getting people at the polling decision. We have asked for a polling station in Toronto, Kingston and Ottawa. We need volunteers to drive people to the polling station. PSAC is working with York University. We are hoping to get 50 people out there to help. Once we get a voting list within 2 days the vote will take place. PSAC is prepared to rent buses, etc. to get them out on vote date.

PSAC filed an application at the Commissionaires, at CFB in Kingston. We will need to resubmit our application because the spare board list had 70 employees at the time of application, then we realized there was another 70. Finding employees on the spare board is very challenging.

PSAC (Ontario) recently joined the Ontario University Coalition which is an informal coalition of Unions representing workers in the University Sector in Ontario. The fact that PSAC received an invitation to join this coalition reflects the growing presence of PSAC within the University sector both within Ontario and across the Country.

### **Decertification**

With good news also comes some bad news. PSAC received a decertification application on Friday, February 26, 2010 for 50 security officers employed by the Slots at Georgian Downs. The vote day is anticipated to be March 5, 2010. The assigned Regional Representative, Doug Kosakowski will be making phone calls to all bargaining unit members to convey the message that PSAC is ready to negotiate a renewal collective agreement with their support on vote day. If the workers vote no they will lose their collective agreement. The REVP and Chris

will be watching for any evidence that either the employer or another Union is supporting this effort.

The REVP advised that at the OFL they talked about a non-raiding pac with other unions. The OFL Board is meeting next week and Sid Ryan has done work with CAW. Gerry encouraged OC to speak to Christine Collins about history of CAW raids. We will wait to see the facts and figures, as the year goes by, we will follow the route. CAW is still not part of the OFL. The REVP advised that we will try to retain the members employed at the Slots at Georgian Downs, however we don't even know who signed the petition and only 20 signatures required to trigger what they are doing.

## **Education**

Chris advised that the dates for Leadership II have been set for April 15 – April 17, 2010.

The Ontario Region hosted a Regional Women's Forum on February 8<sup>th</sup> and February 9<sup>th</sup>, 2010. Twenty five representatives of Women's Committees from across the region discussed the issues of Pay Equity and Childcare. Guest speakers spoke on the topics of Pay Equity and Childcare. Both Gerry Halabecki and Patty Ducharme attended throughout the two days and hosted the evening social that welcomed representatives from the OFL Women's Committee and community organizations.

PSAC held an Aboriginal Educational in December for purposes of supporting the Toronto Aboriginal Circle and the recently created Sault Ste. Marie Aboriginal circle.

A Black History Month was held on February 25, 2010 to celebrate Haitian history. The event was well attended with over 60 PSAC and community members. Patty Ducharme, National Executive Vice-President also attended and brought greetings from the National President's Office. The event included a video, speakers and Haitian artists who recounted the revolutionary history of Haiti against slavery. A reporter from L'Express de Toronto also came to report on the event. PSAC used a new facility (Power Workers Education Facility) that was well received with the exception of parking which we will have to reconsider for any future events.

## **Campaigns**

### **Pensions**

The Ontario Region is taking a leadership role within the national pension fight-back campaign. The total on-line petition count across the country is 22,377. The total on-line petition count for Ontario specifically (minus Ottawa) is approximately 6,000. Regional Representatives have been assigned in each Regional Office to co-ordinate sign-up efforts within each RO service area i.e. Don Dudar in the Toronto RO, Lynn Meston in the London RO, Sandra Goodick in the Thunder Bay RO, Debbie St.-Germain in the Sudbury RO and Linda Cross in the Kingston RO.

### **Federal Election**

The Federal Budget is being released on March 4<sup>th</sup>, 2010 consequently; staff have begun the process of discussing the process for implementing the Ontario Region Federal Election plan that was reviewed by Regional Council at the previous meeting. Look at members who can get leave without pay to work on campaigns is a staff concern.

### **G8/G20**

Regional Representatives (Brenda Shillington and Joan-Ann Gravesande) have prepared a proposal in consultation with Hassan Hussein for a demonstration on June 26, 2010. The proposal also provides for activities in support of the People's Summit on the weekend prior to the G8/G20 meeting in Toronto. The REVP and Chris intend to review and action the proposal to convey the message to international global corporations that PSAC stands in solidarity with public service unions internationally in defense of a strong public sector.

## **Occupational Classification Review**

All staff heard a presentation from Seth Sazant (PSAC Research Officer) on the status of the occupational review process within the federal public service. PSAC successfully negotiated a provision in the PA collective agreement for meaningful consultation on classification review and PSAC representatives within the negotiations section have started to meet with Treasury Board to commence this process. This review process has potentially significant impact upon the bargaining unit structures within the federal public service and will be watched carefully by the membership and staff across the County.

There are more activities and events that I could report on, however, this report provides you with highlights of key activities within our Region. We can all be proud of the concerted efforts that all staff are making on a daily basis to build a strong, proud and vibrant Region.

### **Item 6. Receipt of Reports of Council Members**

The REVP advised that the Ontario Council Reports are located at the back of the room, usually 30 copies is the norm depending on the number of observers and guests. Members were reminded to ensure their reports were handed in both hard copy and electronically to the REVP's office. Expense claims will not be paid unless reports have been submitted. Reports are required whether you are present or not, therefore Ontario Council reports will be expected from those members who are not in attendance.

The REVP wanted to use this time to do a round table regarding the kinds of things the Ontario Council Members have been doing over the course of their term, and what they will be doing including activities they have been engaged in. He particularly encouraged the sisters to talk about the Women's Forum or they could defer to Item #12.

The REVP thanked everyone for their great work and the input provided.

### **Item 7. Committee Reports**

#### **Finance Committee Report (Appendix A):**

Ken Boone, Chair of the Finance Committee presented the Audited Financial Statement.

*That the 2009 Audited Financial Report be adopted as presented.*

m/s/c Ken Boone and Steve Tuffin

*That the 2010 proposed budget be adopted as presented.*

m/s/c Ken Boone and Steve Tuffin

*That Ontario Regional Council contributes \$2,500 to Haitian Relief through the PSAC Social Justice Fund.*

m/s/c Ken Boone and Steve Tuffin

*That the Finance Committee Report be adopted as presented.*

m/s/c Ken Boone and Steve Tuffin

Three members of Council are required to review the audited statements and to confirm/verify them as per the Ontario By-Laws. Rejean Amyotte, Bob Black and Jayne Quinn have volunteered to review the audited statements.

Chair of the Finance Committee reported that the audited statement was reviewed by the three members of Council and have now fulfilled the duty of the Ontario By-Laws. He also thanked them for their efforts.

### **Education Committee Report (Appendix B):**

Debbie Willett, Chair of the Education Committee presented the Committee's Report.

**Action: REVP will find out how much money was expended on the AF budget.**

*That the Proposed Ontario Education Plan 2010-2012 be adopted as presented.*

m/s/c Debbie Willett and Steve Gauthier

*That the advanced Fall School Courses be as follows: Health & Safety – WHSC Level 1, Local Officer’s Training, Human Rights, Intergenerational Course Refer back to Committee to incorporate one Political Action Course or potentially two.*

m/s/c                      *Bob Black and Ken Boone*

The Committee reported back that they have removed Local Officers Training and replaced with Political Action

*That the advanced Fall School Courses be as follows: Health & Safety – WHSC Level 1, Political Action, Human Rights, Intergenerational Course.*

m/s/c                      Debbie Willett and Rejean Amyotte

*That the Education Committee report be adopted as presented.*

m/s/                      Debbie Willett and Ryan Ayres

**Equity and Human Rights Committee Report (Appendix C):**

Sharon DeSousa, Chair of the Equity and Human Rights Committee presented the Committee’s Report.

*That the Equity & Human Rights Committee Report be adopted as presented.*

m/s/c                      Sharon DeSousa and Karen Church

**Health & Safety Committee Report (Appendix D):**

Dennis Miluck, Chair of the Health & Safety Committee presented the Committee’s Report.

*That the Health & Safety Committee Report be adopted as presented.*

m/s/c                      Dennis Miluck and Jayne Quinn

**Item 8. PSAC Ontario Convention 2011**

The REVP will look at the Ontario Council selections for Committees for Convention and make his decision.

**Action: The REVP will provide OC members their Convention Committees choices where possible.**

Rita Cantalini, Executive Assistant to the REVP, provided a handout with a comparison of the two hotels, Sheraton Hotel (former Renaissance) and Delta Meadowvale, Mississauga.

Questions were posed and the EA responded to them.

A vote was taken and the OC members agreed that Delta Meadowvale, Mississauga will be the venue for our next Convention, on May 13-15, 2011.

The next step is to sign on a contract with the Delta Meadowvale.

The REVP will look at sending an email out to the locals, regarding the date and venue, delegate assistance is available, perhaps think about resolutions. etc.

**Action: The REVP will send out an email to locals advising them of Convention date, venue, availability of Delegate Assistance and ask them to think about their resolutions.**

**Item 9. Delegate Assistance Committee**

The Delegate Assistance Committee met, the members are as follows:

Region 1 – Cathy Harasym  
Region 2 – Rejean Amyotte  
Region 3 – Dennis Miluck  
Region 4 – Melanee Jessup  
Region 5 – Ken Boone  
Region 6 – Debbie Willett  
Equity – Karen Church  
Gerry Halabecki  
Hassan Hussein

The REVP shared the last two minutes of the previous Delegate Assistance Committee meetings with the current DA Committee. They were able to see how they came up with the parameters.

The last Delegate Assistance was \$161,000 this time the amount will be \$183,000. We have allocated the exact amount that National Office has given us.

The DA Committee will meet for ½ day or full day at the June meeting. The REVP believes that the division of funding was done fairly the last time and suggests we continue to use the same formula. We will examine the number of locals and provide that information, to be ready for the next meeting for the DA Committee.

The REVP presented Cathy Harasym a plaque honouring Gary Farrell for his work with the Thunder Bay and Northwestern Ontario Area Council. Hassan took pictures of the presentation. Cathy will ensure that it is presented to the Area Council and Judith and her family.

#### **Item 10. Pension Campaign**

Hassan Husseini, Political Communication Officer, linked onto the youtube video that appears on the PSAC Ontario website and National website.

A handout was provided to all PSAC Ontario Council members on the Pension Campaign.

**Action : The EA to the REVP will send out the current myths electronically to OC members.**

The REVP wanted to wait to discuss plantgating and lunch/learn in the workplace and town hall meetings with Ontario Council before the RO's roll out our Pension Campaign plan.

Ontario Council members were asked to invite the REVP to participate at town hall meetings. The REVP will make every possible effort to attend if his schedule will allow. The Ontario region will have between 7-14 plantgating events planned. We have money allotted for this.

The REVP advised that there will be an OFL/CLC Pension Summit on Saturday, March 27, all day in Toronto.

**Action: The EA to the REVP will send the OFL/CLC Pension Summit out to OC members electronically.**

The REVP will prepare an invitation to the Area Councils, to help subsidize for that day if they wish to attend. We only have \$3,000 set aside for this event and we have 10 active Area Councils. We can assist the Area Councils, however we will require some clarification from Brother John Gordon on this item.

We have submitted a budget for \$25,000 for our Region to cover the Pension Campaign.

We plan to do lunch and learn with Area Councils but we expect all Committees in the region to get involved. The REVP's expectation is that ACs will do their part to promote this campaign.

All OC members should ensure they are linked in with this campaign, the REVP encouraged all members to call their respective RO's. Establish a plan, each RO will have at least one town hall meeting. The expectation is that OC will participate in the town halls as well.

We have the Pension Stickers already in people's hands as well as the petitions which are time sensitive.

Plant gating can take place immediately, but co-ordinated through RO's. We need to map out town hall meetings.

Chris reminded OC members that each RO has an assigned representative working on the Pension Campaign:

Don Dudar, Toronto RO  
Lynn Meston, London RO  
Linda Cross, Kingston RO  
Debbie St. Germain, Sudbury RO  
Sandra Goodick, Thunder Bay RO

Get all petitions sent to the above mentioned staff representatives. A press conference is scheduled for Tuesday with our National President, John Gordon.

**Item 11. Political Action and Communications Report (Hassan Hussein)**

Here are three brief reports/updates dealing with three campaigns that we should be in a position to engage in along with other unions and community allies. The three campaigns are: federal elections; municipal elections and G8/G20 and People's Summit. Hassan also presented a quick communications update in terms of what we are working on, what we would like to do over the course of this cycle.

## **1. Federal Elections:**

Our plans have been finalized and ready since the Fall when we thought an election was happening. Our major concern and priority remains finding member-volunteers and riding organizers that can take LWOP to work on the campaign in the 8 targeted ridings that we have identified across the region.

Build on successes, political objectives remain the same.

If OC know of any member volunteers we need those names now. Get info into us.

Reminder of 8 Ridings:

Algoma-Manitoulin-Kapuskasing  
Sudbury  
Thunder Bay-Rainy River  
Thunder Bay – Superior North  
London – Fanshaw  
Welland  
Parkdale - High Park  
Trinity - Spadina

## **2. Municipal Election (October 25, 2010):**

The CLC is working with the OFL and Labour Councils across our region to mobilize for the municipal elections and build on the work that was done in previous years.

Here is what the CLC is looking for from CLC affiliates in Ontario as part of Phase 2 of the Municipal Elections campaign which is on now and will last until end of August. (Handout: CLC Municipal Newsletters.):

- Candidate recruitment

- Campaign manager and organizer recruitment (campaign training is being provided by CLC and respective Labour Council)
- Work with Labour Councils on identification and endorsement of progressive candidates

Phase 3 of the campaign (September & October) is considered the active part where we engage in active support for the candidates that would have already been endorsed by the labour movement through:

- organizing our own activities
- lining-up volunteers to work on particular campaigns
- pulling out the vote on e-day

Phase 4 – what worked what didn't?

Encourage everyone to get involved.

### **3. G8/G20 & People's Summit Mobilizations:**

The PAC is working with the CLC and our community allies in organizing events and demonstrations to coincide with the G8/G20 Summit in Toronto from June 25-27, 2010. Our goal is to ensure that our message in defense of quality public services both in Canada and internationally is heard loud and clear. The overall goal of the People's Summit (please see attached for more details) is to present social and political alternatives to the policies of corporate globalization and to make sure that the people's voice is heard at these international forums.

Although the summit and the main events are taking place in Toronto, the PSAC action plan on this issue is looking to engage members from across our region and adjacent ones (NCR and Quebec) and encourage them to partake in actions being organized here. We are also encouraging PSAC members to take part in events being organized by our allies across the country to coincide with the Summit in Toronto.

The Ontario Council will also be meeting in Toronto at the time and we will allow ample time for OC members to take part in the planned events and protests. The PSAC action plan is currently awaiting approval of the AEC but some of the actions that we hope to organize during the People's Summit at the G8/G20 meetings include:

1. Organize a defend public services panel with other public sector unions

(CUPE, NUPGE, PSAC) in Canada and internationally to draw links between local and global struggles.

2. Encourage and facilitate participation of PSAC members (activists & AFs) in CLC organized anti-globalization workshops and seminars being held prior and during the June Summit.
3. Organize a visible PSAC contingent at the protests that will be taking place during the week right here in Toronto and elsewhere in the country.
4. Produce a short video – highlight PSAC activists speaking out on globalization as an educational tool to outreach and mobilize members.
5. Potential PSAC slogans for engaging members during the summit are:
  - A World for People – Not for Profit!
  - Think Public – Change the World!
  - Think Public – Globalize Social Justice!

#### **Key Dates for G8 / G20 and People's Summit:**

**June 25** (in Huntsville), **26 and 27** (in Toronto): The official G8/G20 Summit

**June 18 to 20:** People's Summit (Toronto)

**June 26:** A rally/demonstration will be organized and led by labour (CLC and affiliates)

The REVP reminded OC members that this is scheduled around our next meeting, however we are not aware of the actual time of the rally. We will keep the OC apprised once we are aware of the details. The Delegate Assistance Committee will meet either half a day or all day, but until we are aware of the exact details, we may only have one day meeting.

The budget has not been approved yet, we may want to look at bussing people in for this event, however we are not sure of these details. It is early yet, until we look at the plan.

#### **4. Regional Newsletter and Communications Report:**

Objectives:

- To increase the visibility of the PSAC in the media (both mainstream and alternative)
- To get our message across to the public on issues of concern to our members – this is especially true during rounds of negotiations
- To present an alternative opinion on social and political issues in keeping with PSAC priorities and policies
- To improve on already existing communications tools to effectively communicate with members individually and as part of the OC, committees and area councils (website, email trees, regular mailouts, action alerts, regional newsletter, YouTube, etc...)

It is imperative that we hear your views and suggestions as members of the Ontario Council as to what works and what does not.

Examples of communications tools:

- The Union Activist (presented an example of a future newsletter)
- DCL Map (presented the draft map)
- The pension's video that Don produced

The REVP handed out scarves to the OC. They were left over from the ones we made for our James Bay Locals. They say in Cree and English – “Looking Forward”. We have modified more to go out to the Executives of all our DCL's.

## **Item 12. PSAC Regional Women's Forum/Regional Women's Conference**

Colleen reported on the Regional Women's Forum. Child care and pay equity were the topics of discussion.

Regional Women's Conference, a date is to be announced but probably in September 10-12 weekend. Colleen is attending a meeting in Sudbury to discuss the Regional Women's Conference.

## **Item 13. Collective Bargaining**

Handout – Bargaining Dates

The Collective Bargaining Conference for the Ontario Region and NCR is scheduled on November 27-28, 2010 in Toronto.

An input call for Treasury Board will likely go out in early June. Now is the time to think about bargaining demands as it is fast approaching.

**Item 14. NBoD Strategy Session – Priorities**

Handout – NBoD Strategic Priorities 2010-2012

**Item 15. Dates for the Ontario Council October Meeting**

The REVP advised that the Fall School is scheduled on October 14-17, 2010. The School is over at lunch on Sunday.

The REVP advised Ontario Council that he intends to take all of Council to the school after our meetings convene during the day. The event will take place either Thursday or Friday evening. Taking into effect that we are trying not to meet on Sunday's anymore. We will finalize the details but OC members were advised to set aside an evening of either Thursday or Friday. The intent will be to car pool to Markham. Ontario Council will meet on October 15-16, all Committees will come in at noon on October 14, and the Delegate Assistance will meet in the morning on October 14, however these are only tentative times until further notice.

The REVP thanked the observers for coming out and attending this meeting. The REVP wished everyone a safe journey home and reminded everyone to get your petitions signed.

*Motion to adjourn @ 3:00 p.m*

m/s/c      Bob Black and Bruce Flannigan

## **APPENDIX “A”**

### **ONTARIO REGIONAL COUNCIL FINANCE COMMITTEE REPORT**

**Date: February 27, 2010**

**Committee Chair:** Ken Boone  
**Committee Members:** Steve Tuffin  
Debbie Willett  
Dennis Miluck  
Gerry Halabecki

The Chair of the Committee spent a day preparing the books for the Auditor. The committee as a whole spent the whole day reviewing the audited reports and developing the budget for 2010. We are attaching copy of the audited reports for review and also the proposed budget. Once again we note that most people are not using all the available funds. Notably in the big picture we did not spend all the money allocated. I am prepared to review the audited report and answer questions if there are any.

As per our by-laws I am asking for three (3) volunteers to review the audited statements, and the financial documentation and to sign the Audited statements indicating satisfaction with the process and the accounting of our Council's Financial Statements.

When we review the budget, you will notice some significant changes. We added a new line item – 'Communications'. We plan to allocate internet charges to this account, rather than charging those costs to the portfolio expenses. We are also planning to purchase 4 laptop computers (one for each committee chair) and one or two printers to allow us to print reports or documents without having to bother Rita or other staff, if we are meeting on a weekday.

We are recommending that each person now have a Portfolio allocation of \$2000.00 for each council member. This budgeted Portfolio dollar amount is predicated on no longer having a 'carry forward'. In effect by increasing the amount from \$1200.00 to \$2000.00 and charging internet costs to Communications, each council member will have an extra \$1040.00 available to cover portfolio expenses.

Committee Expenses have been increased and the Finance Committee recommends that committee meetings occur during the day, no longer scheduling evening committee sessions. Finally we have added an additional \$5000.00 to the meeting budgets so that our Council meetings would run Friday – Saturday. The cost of each meeting is expected to grow by approximately \$5000.00 per meeting for LWOP.

Haiti Relief Fund: REVP Halabecki shared an emergency motion that was taken to the National Board of Directors in February. The information in the motion is self explanatory. Please see the motion below regarding our proposed action in relation to this issue.

### **Recommendations to Council:**

The members of the Finance Committee are making three recommendations in this report:

1. That the Audited Report be accepted and passed by Council.
2. That the proposed budget be accepted and passed by Council.
3. That Ontario Regional Council contribute \$2500.00 to Haitian Relief through the PSAC Social Justice Fund

Moved by Chair Ken Boone that the Finance Committee Report be accepted

Seconded by Steve Tuffin

**APPENDIX “B”****Ontario Regional Council  
Education Committee****Date: October 16, 2009 – February 26, 2010****Objectives for this period:**

Objectives:	Action:	Who:
Ongoing Recruitment	<ul style="list-style-type: none"> <li>Proactive recruitment for education Courses</li> </ul>	All Council Members and Regional Offices
Finalize Fall School 2010	<ul style="list-style-type: none"> <li>Communicate with ROs</li> </ul>	All

**Activities for this period:**

Communicated with the Regions about fall schedule, and brought the availability of the WSIB and Remote Subsidy to the members.

**Recommendations to Council:**

Approve Ontario Region Education Plan 2010 – 2012

Approve advanced Fall School Courses

- Health and Safety –WHSC level 1
- Political Action
- Human Rights
- Intergenerational Course

Moved by Debbie Willett and Seconded by Steve Gauthier

Members in Attendance: Shirley Riva (REO), Debbie Willett (Chair), Steve Gauthier, Blair Chalk, Rejean Amyotte, Ryan Ayres, Melanee Jessup, Bruce Flannigan.

**APPENDIX “C”****ONTARIO REGIONAL COUNCIL  
EQUITY & HUMAN RIGHTS COMMITTEE REPORT****Reporting Period: October 19, 2009 – February 26, 2010**

<b>Objectives for this period</b>	<b>Action</b>	<b>Who</b>
Monthly Statements acknowledging dates from the Equity and Human Rights Calendar	Each member has been assigned specific month to draft a statement. PSAC E & HR Committee as a whole to edit	done
To Provide an Equity and Human Rights educational resource (fact sheets) for PSAC Ontario Council and all members electronically via the PSAC Ontario website	Breakdown of tasks has been done	All
Strategic Planning Sessions	Meeting February 26, 2010	All

**Activities for this period:**

<b>Objectives for the next period</b>	<b>Action</b>	<b>Who</b>
Monthly Statements acknowledging dates from the Equity and Human Rights Calendar	Each member has been assigned specific month to draft a statement. PSAC E & HR Committee as a whole to edit	On-going
To Provide an Equity and Human Rights educational resource (fact sheets) for PSAC Ontario Council and all members electronically via the PSAC Ontario website	Committee continues to work on package	On-going
Calendar of Events	Reviewed and poster to be developed	All

Committee Members: Souad Soubra, Veronica Eastman, Karen Church, Colleen Wice, Sharon DeSousa and Joan Ann Gravesande

Regrets: Kevin Nadjiwon

**APPENDIX “D”****PSAC Ontario Council  
Health and Safety Committee****Reporting Period: October 19, 2009 to February 28, 2010**

<b>Objectives for this period:</b>	<b>Action:</b>	<b>Who is responsible:</b>
Finalize plans for next fiscal training cycle	Through discussions with the education committee, come up with a list of courses	All
Review fire plans and NBoD minutes to ensure compliance with applicable codes	Advise local OSH Committees of appropriate codes	All
Create awareness of H1N1 concerns	Appeal to activists and put links to Health Canada on our website	All
Look into body mapping on the website	Determine website capabilities for body mapping	All
<b>Objectives for next period:</b>	<b>Action:</b>	<b>Who is responsible:</b>
Enhance the appearance of the Health and Safety website	To include the following: funding availability, employer training, and available education	Bob will write up the information required before next meeting and those at the Leadership II training can meet and discuss
Update all locals and regions of changes to Legislation regarding Health and Safety	Develop a series of conference calls with all areas with a preview to help develop questions	All
Fill the seats at ODRT and WHSC Training	Provide names and input to REVP for consideration for	All

	upcoming facilitator training	
Request Health & Safety and Safety Course for Fall School	Submit our choice for fall school course to be included in Fall School Schedule	H&S Chair to discuss with the Chair of the Education Committee

Present:

Dennis Miluck, Chair;  
members as follows:

Bob Black, Cathy Harasym, Fran Pieper, Jayne Quinn  
Staff Representative, Angela Fairweather

Regrets: Glenn Miller and Kevin McNama

Moved by Dennis Miluck and seconded by Jayne Quinn

**Sharon DeSousa**  
**PSAC Ontario Council Report**  
**Alternate Regional Executive Vice-President**

Date: October 18, 2009 – February 26, 2010

**Objectives for this time frame:**

- To represent the office the REVP when required
- To promote the committees of PSAC Ontario and Area Councils
- To promote and educate members and affiliates on PSAC Campaigns  
~Think Public & Federal Elections

**Activities for this period:**

- November 22, 2009 OFL Colour of Poverty Symposium
- November 23- 37, 2009 OFL Convention
- November 17, 2009 PSAC Toronto Regional Women's Committee Meeting
- January 2, 2010 PSAC Toronto Racially Visible Members Committee Meeting
- February 8 - 9, 2010 PSAC Ontario Regional Women's Forum
- February 17, 2010 PSAC Toronto Racially Visible Members Committee Meeting
- February 25, 2010 PSAC Toronto Racially Visible Members Committee Black History Month Celebration

**Future plans:**

- To represent the office the REVP when required
- To promote the committees of PSAC Ontario and Area Councils
- To promote and educate members and affiliates on PSAC Campaigns  
~Think Public and Bill C-10

**Cathy Harasym**  
**PSAC Ontario Council Report**  
**Area 1 Northwestern Representative**  
**October 15, 2009 – February 23, 2010**

**Activities for the reporting period:**

- October 15 – 18 - Ontario Council Meeting, London
- October 22 - Thunder Bay and District Labour Council
- October 23 - 31 - CEIU Ontario Annual Rep's Conference, Thunder Bay
- November 3 - PSAC Thunder Bay Women's Committee
- November 10 - Thunder Bay and Northwestern Ontario Area Council
- November 26 - Thunder Bay and District Labour Council
- December 6 - Memorial, Montreal Massacre
- January 11 - PSAC Thunder Bay Women's Committee
- January 12 - Thunder Bay and Northwestern Ontario Area Council
- January 12 - Conference Call Thunder Bay PSAC RO Education
- January 30 - 31 - CEIU Ontario Women's Committee, Toronto
- February 1 - PSAC Thunder Bay Women's Committee
- February 7 - 9 - PSAC Ontario Women's Forum, Toronto
- February 24 - CEIU Local 623 AGM
- February 26 - Ontario Council Health & Safety Committee Meeting, Toronto
- February 27-28 - Ontario Council Meeting, Toronto

A trip to the out-lying areas of this region is still in the planning stages and I will tentatively be visiting the eastern locals in April and the western locals in May. I look forward to meeting with the members outside of Thunder Bay and hope to bring any issues they identify to the Ontario Council meeting in June.

Both the Thunder Bay and Northwestern Ontario Area Council and the Women's Committee have been very active in the past year. The Area Council is in the process of preparing for the next federal election and the Women's Committee has a full slate of events planned for the next year so this next year should be an exciting period for both of these committees.

Submitted Respectfully, In Solidarity,

Cathy Harasym

**Réjean Amyotte**  
**PSAC Ontario Council Report**  
**Region 2, Northeastern Representative**  
**October 15 to February 26, 2010**

**Objectives**

1. To continue creating an awareness of the PSAC within my area of responsibility. Being involved in and encouraging fellow PSAC members to participate Labour sponsored events and organizations within our communities
2. To make personal contact with as many Locals and members within the North-eastern Region as possible and along with Brother McNama to continue to grow the communication network which has been started in cooperation with the Sudbury RO to be able to reach out to as many Locals as possible within our constituency
3. Create Area Councils in those areas which have been identified by our Region 2 stakeholders

**Activities**

• **North Bay and District Labour Council:**

Participate regularly in monthly meetings. In December attended Health and Safety awards banquet co-sponsored by NBDLC and Workers Health and Safety Centre. The January meeting consisted of attendance by Labour Council members attending a town hall meeting on the HST. Our MPP Monique Smith (Liberal) was a no show as she was in Toronto to be sworn in as the new Minister of Intergovernmental Affairs. John Wilkinson Minister of Revenue replaced her at the meeting.

- Attended WHSC Level 1 Health & Safety Training in Timmins
- Guest speaker at UNDE Local in North Bay. Spoke about PSAC Education
- Lobby Liberal MP Anthony Rota about CLC Pension reform campaign and plan to change EI
- Spoke at Anti Poverty rally in North Bay

- Attended Advanced Duty to Accommodate course in Sudbury. Course Participants attended USW 6500 picket line at Vale Inco Copper Cliff.
- Attended UDP 1 in London. Participants attended picket line at London Transit Authority in support of striking workers.
- Participated on conference call with Sudbury RO, fellow Region 2 representatives and alternates and Local Presidents regarding education needs for the Sudbury RO education schedule.
- Attended picket line with NBDLC members at Drive Test North Bay in support of striking USW members.
- Attended anti-Prorogation rally in Sudbury
- Attended PSAC national roundtable on Contact Centres.
- UDP II

### **Activities within my own Local**

- Chair Local Executive and Membership Meetings
- Present grievances
- Attend Health & Safety meetings
- Annual General Meeting: Acclaimed for a second 2 year term as Local President

### **Goals**

1. To continue creating an awareness of the PSAC within my area of responsibility. Being involved in and encouraging fellow PSAC members to participate Labour sponsored events and organizations within our communities
2. To make personal contact with as many Locals and members within the North-eastern Region as possible and along with Brother McNama to continue to grow the communication network which has been started in cooperation with the Sudbury RO to be able to reach out to as many Locals as possible within our constituency
3. Create Area Councils in those areas which have been identified by our Region 2 stakeholders

**Kevin McNama  
PSAC Ontario Council Report  
Region 2, Northeastern Representative  
October 2009 – February 2010**

**Objectives for this Period**

- Continue to meet members and promote Union Activism
- Work with Labour Council
- Training

**Activities for this Period**

- Work with Sudbury Regional Office Staff to promote Education in the North and in Ontario
- Attended Meetings with Labour Council and Area Council
- Participated in the Advanced Duty to Accommodate Course in Kingston
- Attended Safety Management Course
- National Health and Safety Conference in Montreal
- Attended Ontario Federation Labour.
- Chaired the LMRC meeting @ 22 Wing North Bay
- Worked towards getting and invitation to CEIU's Locals
- Attended Union Developmental Course

**Goals for the Future**

- Continue to work towards showing the PSAC colors in Ontario
- Continue to work towards H&S Contact information
- Continue to try and get members involved with Labour Council / Area Council / and Union Activities
- Continue to meet members in the Region
- Continue to work towards common goals for the members of Region 2
- Attend Labour council meetings

- Attend Area Council Meetings
- Rally in Sault Ste Marie “Fight Back Campaign” for Northern Jobs 19 May 2010 (This was part and parcel of Homework from UDP come out and join the fun.

In Solidarity,

Kevin McNama

**Jayne Quinn**  
**Region 2, Northeastern Alternate Representative**  
**October 15, 2009 to February 26, 2010**  
**Activity Report**

**Activities**

- Participate in conference call to provide input for the Sudbury Regional Office education schedule
- Actively pursued the formation of an Area Council for the Timmins, Kirkland Lake and Kapuskasing area

In Solidarity,

Jayne Quinn

**Dennis Miluck  
PSAC Ontario Council Report  
Region 3, Eastern Ontario Representative  
October 19, 2009 – February 28, 2010**

**Highlights:**

I had a busy time early in this period. It started with a conference call on October 20, 2009, it was to deal with the National H&S conference in Montreal. After that things picked up. First I was at a Duty to Accommodate course in Kingston November 11-15, 2009. During that time I was in another conference call over the National Conference it was on November 12, 2009. From there I went home, changed suitcases and headed for the National Health and Safety Conference in Montreal which started on November 19 until November 22, 2009. After that I attended two OFL Health and Safety meetings in Toronto on December 3 and December 7, 2009.

Things slowed down till January 7, 2010, I was on a conference call with the regional office and Steve Gauthier your other geographic representative. Ryan Ayres was unable to attend. We are hoping to have more of these in the future. On February 3, 2010, I was again in Toronto to an OFL meeting these meetings take up most of a day between traveling in on the train and out again. Lastly I was at the Kingston Area Council meeting this time was in Kingston and held on February 18, 2010. This was the AGM that was cancelled before Christmas. Your REVP was also to run the elections.

I know that we ALL will be busy in the very near future as the Federal Government is going to attack our Pensions. We ALL need to get involved and fight for what is ours. They want us to pay off the debt with our money but they will not hit theirs. So I hope that we all can make a difference. If you want to retire with your pension the time to fight is NOW. There will be much more to follow on this issue.

In Solidarity,

Dennis Miluck



**Steve Gauthier**  
**PSAC Ontario Council Report**  
**Region 3, Eastern Ontario Representative**  
**October 2009 – February 2010**

**Objectives for this period:**

- Attend the National H&S Conference in Montreal
- Attend the OFL Conference in Toronto
- Continue to facilitate JLP work shops
- Finalize an Area Council for this region
- Attend Advanced training from Regional Office
- Continue to address the concerns and issues of the members of this region
- Attend the UNDE President Conference in Ottawa
- Continue working on the Education Portfolio for Ontario
- Continue to bring the issues of the Union to the forefront

**Activities for this period:**

- Nov - Attended advanced 4 day course Duty to Accommodate
- Nov - Attended National Health and Safety Conference, Montreal
- Nov - Attended Ontario Federation Of Labour Convention, Toronto
- Dec - Attended a Three day Return to work Conference, Toronto
- Dec - Attended Three Day UNDE President's Conference, Ottawa
- Facilitated many JLP work shops in and around Ontario and Quebec
- Remained in contact with Regional Office, including conference calls to discuss Education issues as well as concerns of the Members/Locals
- Successful in obtaining the required authorization to establish an Area Council for the Pembroke/Petawawa area (YAHOO)
- Followed up on concerns from members in reference to our advanced training courses
- Continue to promote Union concerns to the forefront

## **Goals for the Future:**

- Follow up on the establishment of the Area Council
- Continue to work with the Regional Office in Kingston with regards to the concerns of the Members and their Locals
- Continue to promote Union Issues within the Region
- To participate in the Leadership two course in April

In Solidarity,

Steve Gauthier

**Glenn Miller**  
**PSAC Ontario Council Report**  
**Region 4, SW Ontario Representative**  
**November 2009 – February 2010**

Greetings Sisters & Brothers,

At this time, I have not been able to do much work in my region, I am therefore submitting a nil report.

In Solidarity,

Glenn Miller

**Fran Pieper  
PSAC Ontario Council Report  
Region 4, SW Alternate Ontario Representative  
November 2009 – February 2010**

A nil report has been submitted during this reporting period. As Alternate Region 4 representative on Ontario Council a report is not required to be submitted.

In Solidarity,

Fran Pieper

**Melanee Jessup**  
**PSAC Ontario Council Report**  
**Region 4, Southwestern Ontario Representative**  
**October 2009 – February 2010**

Objectives for this period:

- Co-facilitate the AST course with the London Regional Office
- Encourage members in my area to take advantage of the educational opportunities that exist in the PSAC
- Continue to work with the K-W Regional Women's Committee to increase participation
- Facilitate a face-to-face meeting between the Presidents of the Area Councils in the Region

Activities for this period:

- Attended Kitchener-Waterloo Area Council Meetings
- Attended Kitchener-Waterloo Regional Women's Committee Meetings
- Contacted London and Windsor Area Council Presidents to begin plans for a face-to-face meeting between Executive members of the Area Councils
- Participated in the panel discussion during UDP Phase II
- Participated in the Women's Forum in Toronto in February
- Attended the Ontario Regional Council Meeting and Education Committee meetings

Future plans:

- I am planning a clothing drive for the Sexual Assault Support Centre of Waterloo Region's Open Closet.
- Participate actively in Hands Off! activities and encourage members to do likewise
- Organize a Hands Off! town hall meeting in March as part of the Kitchener-Waterloo Area Council
- I will attend the Pride Conference next month as a delegate
- Assist Sister Church to encourage PSAC GLBT members and friends to enter a float in the Toronto Pride parade

**Ken Boone**  
**PSAC Ontario Council**  
**Region 5, Greater Toronto Area (GTA) Representative**  
**Activity Report**

2009-10-09

Brothers and Sisters

I have been involved in the following activities on behalf of PSAC since our last meeting in October 2009. We wrapped up another United Way campaign and as the Labour Co-Chair I thanked the two Sponsored Employees who once again topped the previous year's contributions to this year's campaign. The two sponsored Employees in place for this year are Adrian Anger from CBSA and Sabina Holder from National Component. Once again we garnered a 'Thanks a Million Award for our efforts.

Recently Finance Committee tasks have taken up a great deal of time. Thanks to all of you for getting your portfolio expense claims submitted in a timely fashion.

I was able to participate in a 'No Prorogue' demonstration outside the Finance Minister's office. It was well attended and they had a soap box and an open megaphone. My talk was well received. Most of the demonstrators were not affiliated with a union. They were people who are upset with the way Harper is operating.

I am looking forward to fighting for our members and the public at large. We need to mobilize around the 'Hands off our Pensions' campaigns and also to try to get our message across when the G-8 and G-20 meetings take place. Collective Bargaining is in the early stages – think about bargaining proposals.

In Solidarity

Ken Boone  
Area 5 Toronto Regional Representative

**Bruce Flannigan**  
**PSAC Ontario Council Report**  
**Region 5, Greater Toronto Area (GTA) Representative**  
**October 16, 2009 – February 26, 2010**

**Objectives for this period:**

- To continue networking with members in the GTA Region
- To do call out to all Local Presidents in the GTA Region
- To look at promoting union involvement from members through some form of social activity

**Activities for this period:**

- Attended CEIU Local 570 AGM and discussed Pension campaign
- Attended CEIU Local 648 AGM and discussed Pension campaign
- Attended Toronto and York District Labour Council meetings
- Attended Toronto Racially Visible Committee Black history Month Event

**Future plans:**

- Promote PSAC Hands Off our Pensions Campaign
- Mobilize and organize for G8-G20 in Toronto

In Solidarity,

Bruce Flannigan

**Bob Black**  
**PSAC Ontario Council Report**  
**Region 6, Hamilton-Niagara Representative**  
**October 2009 – February 2010**

**October 2009**

- 18 - 23 Attended the ORDT Medical Orientation training held at the OFL building  
Toronto
- 20 Participated in the information picket at the Royal York Hotel with  
members from Ottawa
- 27 Attended Hamilton Area Council

**November 2009**

- 2 Participated in plantgating at 55 Bay Street, North in Hamilton
- 13 Participated in the WHSC Facilitators upgrade in Toronto, 3 days
- 28 Met new activists at the TUB course in Hamilton
- 30 Sat with the Hamilton Area Council Council and MDAC for annual  
Christmas dinner

**December 2009**

- 6 Participated in Women's Day activities at Workers Heritage Musuem  
in Hamilton
- 8 Attended the Niagara Area Council Christmas Dinner, met with new  
participant to the Hamilton Area Council, Lynn Gzik

**January 2010**

- 18 Attended the Hamilton Area Council
- 19 Attended the Hamilton MDAC
- 23 Attended the Hamilton Anti-Progroguing Parliament Rally
- 26 Attended the LAC (Labour Advisory Committee) meeting in Hamilton

**February 2010**

- 1 Attended UTE Stewards meeting
- 16 Attended Joint Hamilton Area Council Hamilton MDAC meeting

**Colleen Wice  
Regional Women's Representative  
Equity and Human Right's Committee Member  
October 2009-February 2010**

**Activities for this period:**

- November 24, 2009 - First informal meeting regarding an Area Council and Women's Committee for Barrie
- November 30, 2009 - Conference call with all Regional Women's in Ontario
- December 6, 2009 - Walk with women for "take back the night" in Barrie
- February 7-9, 2010 - Women's forum in Toronto
- February 13, 2010 - Attended an information session in North Bay
- February 17, 2010 - Participated in a conference call with Patty Ducharme, Regional Womens' reps across Ontario and PSAC staff members
- February 26-28, 2010 - Ontario council

**Objectives for next period:**

- Keep in touch with regional PSAC office
- Support and promote any and all campaigns
- Increase awareness of PSAC Women's issues including Human Rights and Equity
- Still try to establish Area Council and Women's Committee in Barrie
- Work with PSAC regional office in regards to the upcoming regional and national women's conference/convention
- Make contact and attend as many women's committees as possible.

In Solidarity,

Colleen Wice

**Kevin Nadjiwon**  
**PSAC Ontario Council Report**  
**Aboriginal Members Representative Report**  
**October 17, 2009 – February 26, 2010**

On going Activities:

- Develop and expand PSAC networks, communications, resources and supports
- Meet and consult with Traditional Elders and knowledge keepers
- Network, promote and support Human Rights and Equity issues and concerns locally, regionally, nationally and internationally
- Promoted to be the PSAC Representative to the OFL Aboriginal Circle
- Network, promote and support the NAPC/NAPN networks regionally and nationally
- Support Educations and Awareness on Aboriginal Treaties and Treaty Rights, Land Claims, Environmental, Social and Justice Campaigns
- Network, promote and support Aboriginal, Inuit and Metis communities and grassroots acitivists
- Develop and support Regional Aboriginal Committees- Sault Ste. Marie and GTA, Thunderbay
- Support and Facilitate Aboriginal, Inuit and Metis Members Committee Training NCCT Toronto
- Develop and support a Moose Factory Area Council
- Attended UDP Training I &II
- Elected President of INAC Local 00137

Overall I continue to support and promote PSAC education and awareness to our PSAC Aboriginal, Inuit and Metis Members and vice versa to the overall PSAC with regards to Aboriginal issues and concerns.

Miiwetch/Thank-You

Kevin Nadjiwon

**Souad (Sue) Soubra**  
**PSAC Ontario Council Report**  
**Members with Disabilities Representative**  
**October 2009 – February 2010**

- September 16, 2009, I have been elected the Local President for GSU Local 00027
- October 2009, I have been elected the Alternate for Member with Disabilities on the Ontario Council.
- I became the PSAC Ontario Representative for Members with Disabilities after Celine Alexiuk moved to Ottawa

**Activities for this period:**

- Attended GSU National Equity Committee meeting - October 16, 2009
- Attended GSU Local Presidents Conference - October 19-21, 2009
- Attended PSAC National Health & Safety Regional Conference – November 20-22, 2009
- Attended/Chaired TMDAC meetings – November 25, 2009 - January 26, 2010
- Attended the Toronto Regional Women’s Committee meetings – November 17, 2009
- Attended The Racial Visible Member meetings- January 6, 2010
- Attended Toronto Area Council meetings – Dec 9, 2009, Jan 13, Feb 10, 2010
- Attended the Organizing Women’s Committee Meeting for the Women Health events – February 1, 2010
- Attended Regional Women’s Forum – February 8-9, 2010
- Attended OFL Persons with Disabilities Committee meeting – February 19, 2010
- Attended the Black History Month with the Racial Visible Member – February 25, 2010

**Actions:**

Prepared a Plan and budget for TMDAC for the year of 2010  
Prepared a Mandate and Goals & Objectives for Ontario Member with Disabilities (OMDAC)

### **Short Term Goals:**

- Keep in touch with Regional PSAC offices
- Introduce myself to PSAC staff reps in Ontario through Ontario coordinator "Chris Wilson"
- Network with Members with Disabilities by sending a letter to introduce myself through Local Presidents
- To meet with as many members as I can and explain to them the need to be active, and to get educated

### **Long Term Goals:**

- Attend Access Conference
- Meet/contact/communicate with new members at the Access Conference
- Update listing for members with Disabilities in Ontario
- Toronto MDAC and Hamilton MDAC have a Joint committee meeting at least once a year
- Attend one meeting with HMDAC
- Create Ontario Member with Disabilities Access Committees Logo
- Attend TMDAC, Open House – July 20, 2010
- Participate in the Labour Day Parade – September 2010
- Attend TMDAC, Wellness Events – October 19, 2010
- OMDAC News Letter – May – October, 2010

In Solidarity,

Souad Soubra (Sue)

PSAC Ontario Representative for Members with Disabilities

**Veronica Eastman  
PSAC Ontario Council Report  
Racially Visible Member Representative  
November 2009 to February 2010**

**Objectives for this period:**

- To assist in creating an inclusive union where racially visible members have a voice.
- To unite all racially visible PSAC members in Ontario and ultimately in Canada.
- To be a leader on issues that affect racially visible members.
- To work with the membership to educate, inform and organize around Human Rights and Equity issues.
- To be the link between racially visible members and Ontario Council

**Activities for this period:**

October 2009

- October 20, attend rally a Fairmount Hotel (Toronto), in support of striking Museum from Ottawa.
- Attended Women's committee meeting.

November 2009

- Helped to organize Greater Toronto Area Council meet and greet.
- Attended Women's Committee meeting.
- Helped with PSAC information table at the OFL Convention.
- Attended OFL Convention Human Rights Forum.

December 2009

- Attended the Union Development Program (UDP level I) December 2<sup>nd</sup> to 6<sup>th</sup>
- Attended Racially Visible Committee meeting, where I am the treasurer.

January 2010

- Attended Racially Visible meeting to help plan a Black History Month event
- Attended Greater Toronto Area Council Meeting.
- Attended \*UDP level II) January 27<sup>th</sup> to 31<sup>st</sup>.

February 2010

- Attended Regional Women's Forum – Pay Equity and day Care were the major topics
- Attended Greater Toronto Area Council Meeting
- February is Black History Month and the Racially Visible Committee has chosen February 25<sup>th</sup> to honour our History and celebrate our victories. We are proud to feature the following people our celebration:  
Patty Ducharme – PSAC National Executive Vice-President  
Janice Gairey – coalition of Black Trade Unionists  
La Reine Soleil et La Bande a MOMO – Haitian Community  
(The Rising sun queen and Momo's gang)  
Colour of Poverty.

In Solidarity,

Veronica Eastman

**Karen Church**  
**PSAC Ontario Council Report**  
**Gay, Lesbian, Bi-Sexual & Transgendered Members**  
**Representative**  
**October 2009 – February 2010**

Greetings Sisters & Brothers:

Since last Council Meeting, I have attended the National EOC Committee Meeting in Ottawa. One of the main issues discussed were that of Trans Workers. For those unfamiliar with Transsexuals, a common definition is “someone who has changed or is in the process of changing their biological sex so that it conforms to their gender identity”. We, as a Union, have to ensure transworkers rights to dignity, a safe and healthy workplace, and a workplace free from harassment and discrimination. Unions have a legal and moral responsibility to defend all members. Discrimination is one of the biggest factors facing transpeople. The most critical time to support a worker in transition is at the very beginning stages of their transition. Our collective agreements need to include language that protects transpeople from harassment and discrimination. The Canadian Labour Congress has written a practical guide for workers in transition, and I encourage all Council Members to read it.

A new online data place has been set up for GLBT Youth. Listed are social clubs, recreation, and health and social services that are GLBT specific. The link is [www.Youthline.ca](http://www.Youthline.ca)

The PSAC Pride Conference is being held in Toronto from March 26-28, 2010. The theme of this Conference is “Equality: are we there yet?”. I will be sitting on the Resolution Committee, and look forward to meeting the Ontario Delegates.

On January 28, 2010 I was invited to sit on a panel at the UDP (Union Development Program) Course held in London, Ontario. I explained to the class the mandate of the Equity Committee of the PSAC Ontario Council.

In Solidarity and Pride,

Karen Church,  
GLBT Representative, PSAC Ontario Council

**Debbie Willett**  
**PSAC Ontario Council Report**  
**Area Council Representative**  
**October 15, 2009 – February 28, 2010**

**Objectives for this period:**

Continue to attend events when available, in order to maintain visibility as well as to communicate with the members to get an understanding of their needs.

- Oct 15-16 - Ontario Council Education Meeting
- Oct 16-18 - Ontario Council Meeting
- Oct 18-22 - UTE National Equal Opportunity Committee Meeting (Ottawa)
- Nov 3 - Chaired Niagara Area Council Meeting
- Nov 11-13 - Workers Health & Safety Centre Instructors Update Meeting (London)
- Nov 19-22 - PSAC National Health & Safety Conference
- Nov 24 - Attended information meeting re: start up of Barrie Area Council
- Dec 8 - Niagara Area Council – Meet and Greet (new members)
- Dec 21 - Niagara Area Council Christmas Dinner
- Jan 19-22 - UTE National EO Committee Meeting (Ottawa)
- Jan 27-28 - First Aid / CPR Training (Local)
- Feb 2 - Chaired Niagara Area Council Meeting
- Feb 7-9 - Women's Forum (Toronto)
- Feb 24 - Attended UTE AGM, Hamilton
- Feb 26 - Ontario Council Finance Committee Meeting
- Ontario Council Education Meeting
- Feb 27-28 - Ontario Council Meeting

**Future Plans:**

- Continue to address issues
- Promote PSAC
- Promote ongoing campaigns
- Try to attend other Area Council Meetings

In Solidarity,  
Debbie Willett

**Blair Chalk**  
**PSAC Ontario Council Report**  
**Directly Chartered Locals Representative**  
**October 2009 – February 2010**

Greetings Sisters & Brothers,

Since the last Council Meeting we held our first DCL Conference which took place in Toronto on October 22, 2009. This was one of the best events that took place for the DCLs in Ontario. The feedback was very positive. It proved that the DCLs in Ontario want their locals to work, their thirst for knowledge was great.

Once again, I want to thank all the delegates that attended the DCL Conference. Special thanks go out to Gerry Halabecki, Ontario REVP for his support and to the staff who did a great job. Another person who I should not forget is my alternate, Vicki Pine, she did a wonderful job at this Conference. There are other people who have supported the DCLs and deserve honourable mention; they know who they are.

I had the opportunity to attend a Duty to Accommodate Course in Sudbury. I found it to be very interesting and beneficial. This course was delivered in a simple, effective and understanding manner. I was very pleased I took the course and to see members of DCLs taking part in the Union Development Program. This will benefit PSAC as well as DCLs in Ontario.

I am looking forward to the Triennial Convention.

In Solidarity

Blair Chalk  
Directly Chartered Local Representative, Ontario Council

**Steve Tuffin**  
**PSAC Ontario Council Report**  
**Regionally Based Separate Employer Locals**  
**October 2009 – February 2010**

Reporting Period from October 2009 to February 2010

This has been a relatively slow period for my work as RBSEL, mostly due to my work commitments.

In early December I traveled to Kingston on other business and attempted to meet with locals in the Kingston, Belleville and Trenton areas, but a crisscross in communication prevented me from doing so.

In November and December I attended Windsor Area council meetings.

With just over 1 year left in the election cycle I will attempt to contact all of the locals under the Separate Employer Portfolio.

Respectfully submitted,

Steve Tuffin  
RBSEL

**Ryan Ayres**  
**PSAC Ontario Council Report**  
**Young Workers Representative**  
**October 2009 – February 2010**

**Objectives:**

- Continue a dialogue with the Regional Offices
- Work on Young Worker email/contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Young Workers at functions where required
- Promote Union Education

**Actions:**

- Contacted Young Workers in Ontario Region
- Attended Kingston Area Council meeting
- Attended first portion of Labour College
- Attended Workers under 30 Committee for the OFL
- Updating Facebook Group for Ontario Young Workers

**Plans:**

- Work with PSAC Ontario Council Representatives to connect with Young Workers
- Lobbying MP's/Senators on issue that are relevant to Young Workers
- Increase Young Workers knowledge of courses that are happening on PSAC Regional Offices
- Educate the Young Workers about PSAC Ontario Council
- Further discussion with Regional Office about setting up some type of web link or page site for Young Workers
- Attend OFL Worker Under 30
- Attend remaining portion of Labour College
- Complete Intersession Learning Project on Succession Planning in the Labour movement